



CAREER THAT COUNTS

prepared by

THE SEEING EYE, INC., MORRISTOWN, NEW JERSEY

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The Seeing Eye

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If you are a young man in the process of making one of the important decisions of your life — choosing a career — this booklet is addressed to you. Its purpose is to describe a unique opportunity in a unique field: it is intended to tell you something about the qualifications, duties, and responsibilities of a Seeing Eye instructor. If the booklet achieves its aim, and your interest is aroused, we earnestly advise you to consider applying for an apprentice instructorship.

You can get complete information by writing to The Seeing Eye, Inc., Morristown, New Jersey.



The directors of admission and of training, long experienced in the work of The Seeing Eye, confer with two instructors (foreground) regarding new students soon to arrive.

How it all began

As early as medieval times, if not earlier, ingenious blind persons recognized the remarkable adaptability of dogs, and, in a limited way, began to use them as guides. It was not until four or five decades ago, however, that dogs were systematically selected and taught to lead blind people. Ger-

man soldiers, blinded in World War I, were the first to use scientifically developed dog guides. Later, an American woman, Mrs. Dorothy Harrison Eustis, a noted breeder and trainer of German Shepherd dogs, went to Germany and observed the dog guide training methods then in use. She

was impressed. Inspired by the enthusiastic interest of a young blind Tennessean, Morris Frank, Mrs. Eustis and her staff embarked on a program of research and experimentation which resulted in the development of Buddy, famous prototype of the Seeing Eye dog of today. Buddy served as Mr. Frank's guide for ten years, to be followed by Buddy II, Buddy III, and later by Buddy IV.

Incorporated in the United States in 1929 as a non-profit philanthropic organization, The Seeing Eye is America's oldest and largest dog guide school.* More than 1200 blind men and women are now working with their Seeing Eye dogs in every part of the country—many with their second, third or fourth dogs, and a few even with their fifth or sixth. Since 1929, some 3300 blind persons from all of the states, from our possessions, and from Canada, have come to the school to obtain their dogs and return to active lives in their home communities.

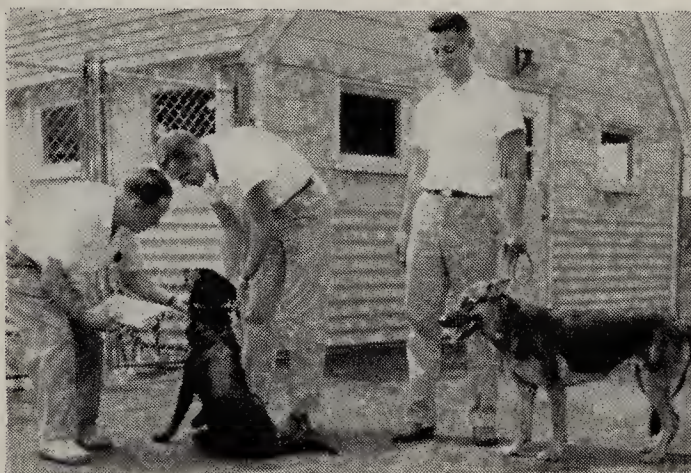
Wide public interest and acceptance have, in a relatively short time, made The Seeing Eye one of the best known philanthropic organizations in America. More important, the Seeing Eye dog has come to be recognized as an unfailing means of freeing blind persons from the frustrations of physical immobility and dependence on others. Provided with safe, reliable guidance, those who use the dogs can come and go as they wish; can take from life

and give to it on a more equal footing with their sighted fellows.

Recognition of The Seeing Eye's value has come not only from the general public but from those who have devoted their lives to studying the problems involved in alleviating the handicap of blindness. The recognition has come, above all, from the blind people themselves. Recently, a Seeing Eye graduate expressed her feelings about her dog this way:

The wonderful freedom I feel in walking with Gypsy, getting on and off the bus, going in buildings, crossing the busiest streets in the city, is to me a new world, and I shall ever after be thankful that at long last, I made up my mind to get a Seeing Eye dog.

The history of The Seeing Eye is filled with dramatic achievement and its future appears bright with the promise of still more achievements to come. Young men seeking an unusual and challenging career as well as an opportunity to serve others, would do well, we think, to consider making their future with The Seeing Eye.



Data on both dogs and their masters are carefully studied before the team is formed.

*The fascinating story of The Seeing Eye is the subject of several books. Notable among these are "Dogs Against Darkness" (Dodd Mead & Co. 1942), by Dickson Hartwell, and "First Lady of The Seeing Eye" (Henry Holt & Co. 1957), by Morris Frank and Blake Clark.

This is the job

The task of a Seeing Eye instructor is *teaching*. He is responsible for teaching dogs and for teaching blind men and women how to make effective use of them.

You will note that we try to avoid the word "training." There's a good reason: "training" falls far short of describing the process by which an untutored animal gradually becomes a well-disciplined, thoroughly reliable guide responsible for the safety of a human life. The Seeing Eye dog must learn to think for himself, to use his own judgment in unexpected situations. He must be taught obedience, of course, but he must learn *intelligent disobedience*, too; he must, for example, learn to refuse to carry out a

command that would lead to his master's harm.

Because livestock is involved (dogs in this case), the hours of The Seeing Eye instructor are long. The work, however, though hard and exacting, is never tedious. On the contrary, it is intensely interesting, and the variety of practical and theoretical training problems provides a stimulating incentive to achievement.

It takes three months to educate a dog at The Seeing Eye, and during this period, the experienced instructor works with a string of 10 or 12 animals, all about 14 months of age. At the end of this course, the instructor selects eight dogs to be assigned to blind students who have been care-



Each dog's weight, an important factor in any health record, is watched carefully.



Each student is coached in proper use of harness before first trip with dog.



Proper care of a dog's coat is another important health factor and helps keep the animal clean and attractive. The instructors teach the blind people to care for their dogs.

fully selected on the basis of their fitness to use a dog successfully.

The students come to the school in classes of eight members each and stay for one month to get acquainted with their dogs and learn how to use them. The streets of Morristown serve as the classrooms, both for the dogs and their blind masters. The instructor in charge of each class lives at the school with his students for much of the class period so that he can properly supervise their adjustment to the new situation. They work, eat and relax together, and a special bond of friendship and respect quickly grows between student and instructor.

Teaching the dogs and students takes a comparatively short time. De-

veloping a fully qualified instructor is quite another matter. An apprentice embarking on his career at The Seeing Eye must be prepared to spend between three and five years—depending on his initiative and ability—in study and practice under the constant supervision of senior staff members. It's a long road, but those who have traveled it consider it eminently worthwhile. One word of caution, though, may be in order: The years of apprenticeship bring more responsibility within the organization, and proportionately greater rewards, but apprenticeship is no stepping stone to the kind of business positions college men usually seek. The Seeing Eye is a rewarding, interesting career in itself.

Here are the qualifications

Do you like animals, dogs in particular? Even more important, do you like people? Do you enjoy working out-of-doors?

If your answer to these questions is "Yes" then you possess the basic qualities necessary for a Seeing Eye instructor. Academic and work requirements are flexible. Although college training is desirable, it is not essential; in general, a high school education is adequate. Applicants who have studied meaningful subjects, however, whether in high school or college, will receive preferential consideration. By "meaningful" we mean subjects with some applicability to Seeing Eye work — animal husbandry, psychology, biology, teacher-training and physical education courses.

While educational requirements are flexible, the capacity for intelligent give-and-take in conversation and human relations is most important. You must bear in mind that the blind students you may have to work with represent a wide range of personality and background. In any given year, for example, Seeing Eye classes may include business executives, lawyers, public officials, teachers, newspapermen, and students, as well as farmers,

piano tuners, and factory workers. They may include both men and women, ranging in age from 18 to 50, some with considerable education, others with very little; some with alert, extroverted personalities, others with quieter, more placid dispositions. Two things, however, they all have in common; they are all blind, and they all want to acquire mobility without dependence on others. The instructor must be able to form a good relationship with any of them. He must be mentor, counsellor, and friend. He and the dogs he has trained combine to provide a kind of catalyst, helping to transform a heterogeneous group of uncertain and severely handicapped people into free-striding, confident men and women free to go anywhere and do anything within the limits of their own capabilities.

Physically, the successful candidate for an apprenticeship at The Seeing Eye is most likely to be a young man in his early or middle twenties, of medium height, and in excellent health—the work of an instructor involves much walking in all kinds of weather, and physical stamina and youth are essential.



Lessons of the day can be informally reviewed during leisure hours.



The dog is taught on streets of Morristown for 3 months before master arrives.



The instructors and administrative officers of the school take meals with the students, offering opportunities for valuable exchange of information.



All dogs are given weekly physical examinations by competent veterinarians. The instructors learn how to spot many minor ailments and when to call for professional assistance.

The candidate, ideally, should be a well-rounded individual with a variety of classroom and outdoor interests, but one thing is essential: He must like dogs and people and be able to win the affection and respect of both. Like people, the Seeing Eye

dogs vary widely in personality. Some are aggressive, others quiet; some are clowns and show-offs, others are sensible ladies and gentlemen. They are all intelligent, however, and require individual handling. The instructor must observe how each dog

“thinks” and then present ideas in a way the dog will understand. He is not an animal trainer imposing his will, but a teacher developing to the fullest the dog’s potentialities for service to mankind. The apprentice must be the kind of person who can develop into a Seeing Eye teacher. Intelligence, teaching aptitudes, patience, tact, good humor, and adapt-

ability—the qualities, in short, that go into the making of a good teacher or coach—are also the basic qualities needed to produce a good Seeing Eye instructor. No particular experience is necessary, either in handling dogs or in work with blind people. A background in farm work, physical education, or teaching of any kind, however, may be helpful.



Periodical testing of the dogs' progress is made by instructors wearing blindfolds. A supervisor watches closely to see that all goes well and to grade each dog on its efficiency.

Life at The Seeing Eye



From time to time lecturers from leading universities and agencies help to provide instructors with greater insight in fields related to their work. The educational consultant (gesturing) has planned the programs after individual and group discussions with the staff.

The atmosphere at The Seeing Eye is much like that on the campus of a small college. Recreational, shopping, cultural and church facilities are conveniently located in nearby Morristown, a suburban county seat. New York is less than an hour away by car, bus, or train, and Philadelphia less than two hours.

Ordinarily, unmarried instructors live "on campus" in quarters provided by The Seeing Eye; married instructors live with their families away from the school. When an instructor has charge of a class, however, he stays at the school so that he can be near his students, available for consultation at all times. Stimulating "bull sessions," often held in the school's recreation rooms, enliven many an evening for both student and instructor. In addition, a program of lectures by well-known authorities has been recently instituted, to provide for the instructors a broader background and greater insight in many fields related to their work. Group sessions follow the talks.

The Seeing Eye, although a non-profit philanthropic organization, maintains a salary scale that compares favorably with that for highly skilled work in many industries. It is in fact higher than the scale for public and private school teachers in most parts of the country. Other benefits offered by the school include paid hospital and medical insurance for the instructor and his family, paid life insurance, paid sick leave, generous vacations, a pension plan, and Social Security coverage.

The Seeing Eye organization itself is large enough to offer opportunity and permanence, yet small enough to give a newcomer every chance to identify closely with it. No one need get "lost in the shuffle."

But important as all of the material factors are, they cannot be the *first* consideration. The man who wishes to measure his life's achievement by the size of his salary check should not try this road; material riches do not await him at the end of it. The salary, while adequate, must always be a secondary consideration. What The Seeing Eye offers above all is a chance to do creative work. Molding raw and sometimes unpredictable material—the blind student and the dog—into a proud, smoothly working team is creative and dynamic work of a high order: It is high adventure. And the satisfactions to be derived from it are far richer than any that money can bring.



The instructor (foreground) is introduced to a newly-arrived student. They will be closely associated during four weeks training period.



This man is assistant to the Training Director, and joined The Seeing Eye staff in 1937. He supervises the new men as they learn "on the job" and frequently visits graduates in their home communities to help them with minor problems or to realize greater potential from their dogs.

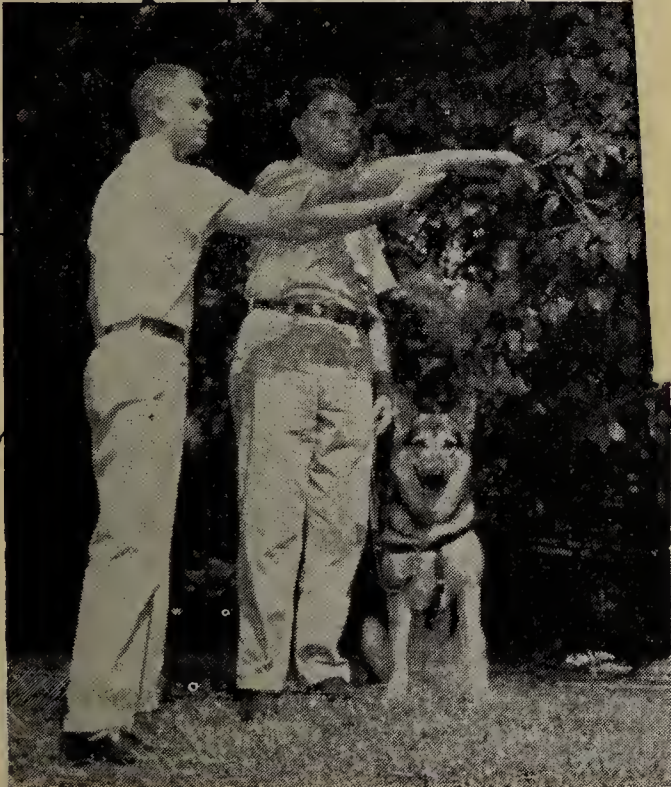
How to Apply

If you are interested in a future with The Seeing Eye, please write us a letter giving your qualifications. While it will be necessary to fill out the usual form detailing your background, we prefer that your letter requesting a formal application blank

be in itself an application for the position. You should base your letter and the description of your qualifications on the information contained in this booklet. If you need any further information, we will be glad to answer any specific questions.

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Instructors and their families generally reside in historic Morris County a few blocks or a few miles from the school. New York is less than an hour away; Philadelphia, less than two hours.



Founded in 1929

THE SEEING EYE, Inc.
Morristown, New Jersey

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